



Virginia Department of  
Behavioral Health &  
Developmental Services

# DBHDS Diversity, Equity, and Inclusion Efforts

## 2021 Behavioral Health Symposium

*June 9, 2021*

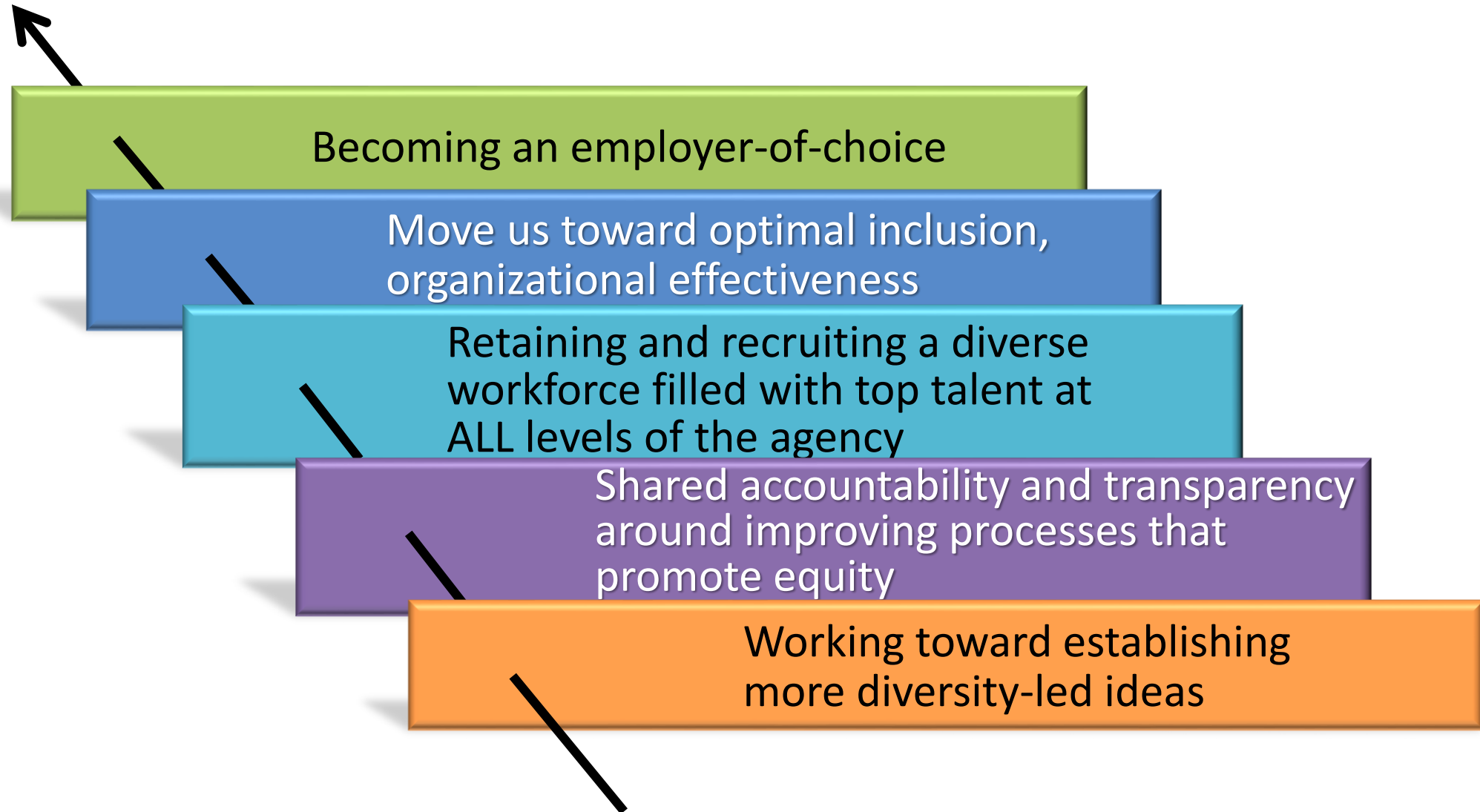


**Alison Land, FACHE**  
Commissioner  
Virginia Department of  
Behavioral Health and  
Developmental Services

# Diversity, Equity, and Inclusion at DBHDS



# Cultivating Agency Cultures



# DBHDS DEI Priorities



## Central Office

- Equity Advisory Council
- Equity Studies
- Workforce Development
- Training/Professional Development
- Talent and Mentorship Succession Planning



## Facilities

- Centralized DEI Messaging, Policies & Procedures
- Agency Survey
- Retention
- Equity Advisory Council



## Community Stakeholders and Partnerships

- Build on university partnerships
- Recruitment initiatives
- Leverage community stakeholder relationships for increased pipeline of talent, PD and funding resources
- Develop new educational and wellness partnerships

# VCU Equity Review of DBHDS

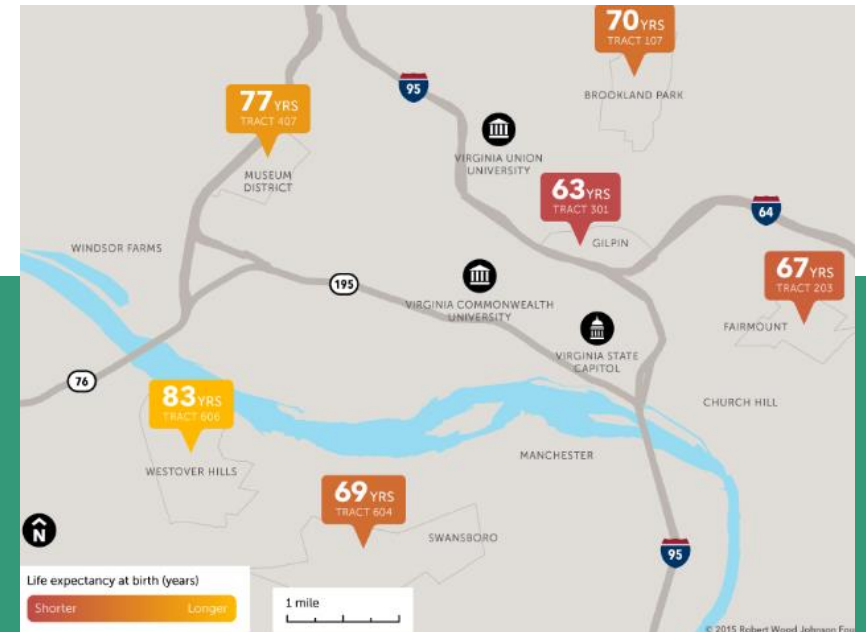
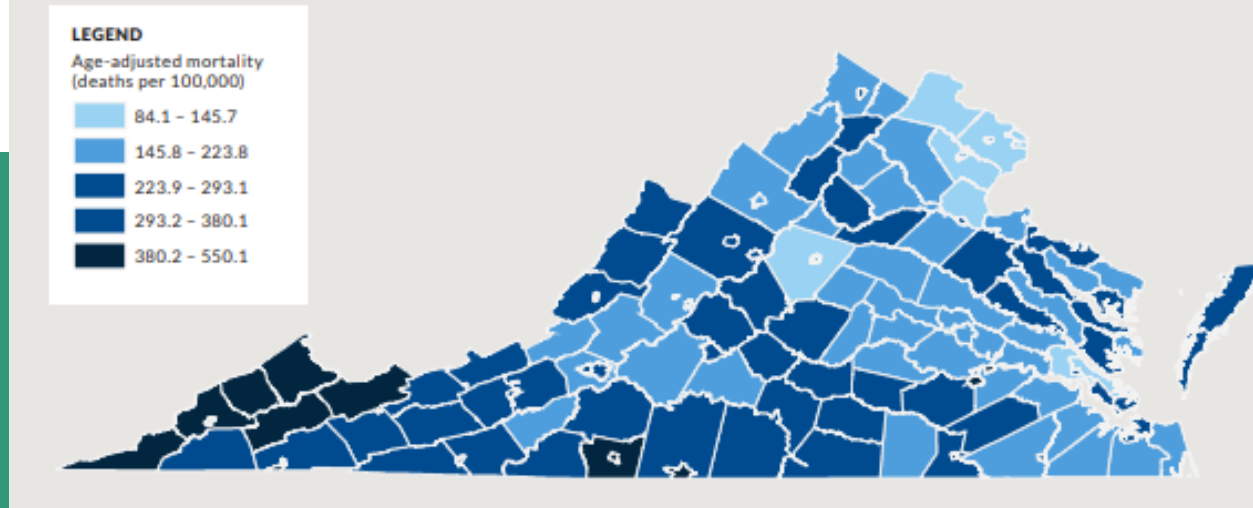


- Examine equitable outcomes in recruitment, hiring, pay, and promotion
- Assess how policies and procedures can influence experiences and opportunities for employees from historically underrepresented populations
- Investigate organizational culture and climate as it relates to DEI
- Recommendations to inform organizational development, an equity task force initiative, and strategic plan metrics, objectives, and goals
- Develop survey tools for ongoing monitoring of inequities
- Inform future professional development focused on diversity, equity, and inclusion

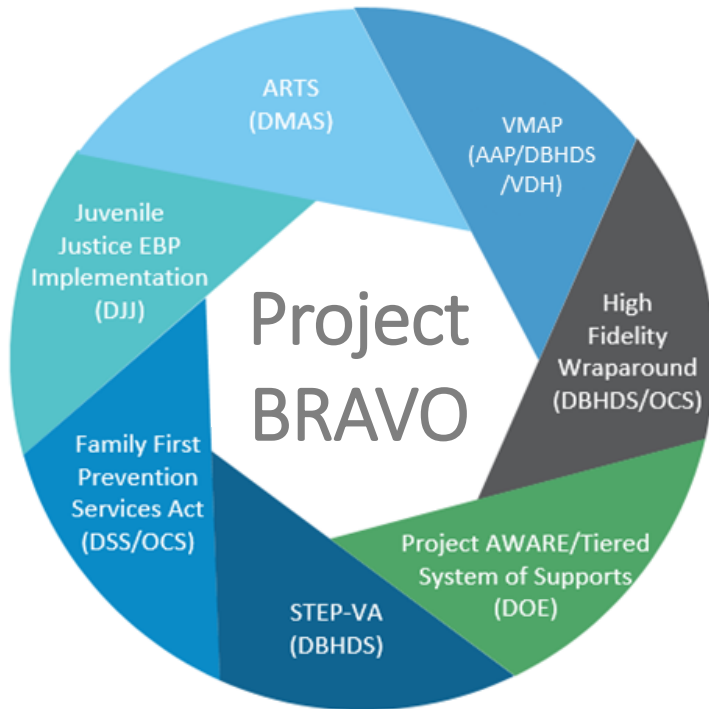


# Behavioral Health Equity Index

**Figure 2. Age-adjusted all-cause mortality, non-Hispanic whites ages 25–54 years, by locality, Virginia, 2010–2014**



# Project BRAVO Equity Dashboard



## Behavioral Health Redesign for Access, Value & Outcomes (BRAVO)

1. Multi-Systemic Therapy
2. Functional Family Therapy
3. Partial Hospitalization Program
4. Intensive Outpatient Program
5. Program of Assertive Community Treatment
6. Comprehensive Crisis Services



# Marcus Alert System

- Marcus alert is a series of protocols to divert to the behavioral health system or respond with a specialized law enforcement response
- Equal access to behavioral health services when law enforcement is involved in a behavioral health crisis, particularly for Black Virginians, Virginians of Color, and people with disabilities
- **December 1, 2021** - One Marcus alert program will be established in each of Virginia's five regions
- **July 1, 2026** - all 40 CSBs will have Marcus alert programs



*Marcus Alert ceremonial bill signing, Dec. 15, 2020*





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